



VCU

VIRGINIA COMMONWEALTH UNIVERSITY



Leadership Profile

Dean, School of Education

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The Opportunity

Virginia Commonwealth University, situated in Richmond, Virginia and one of the nation's top research universities with an acclaimed academic medical center and school of the arts, invites applications and nominations for the position of Dean, School of Education. The VCU School of the Education seeks an experienced, committed and dynamic leader with a strong innovative and entrepreneurial spirit to advance its position as one of the nation's leading schools of education. With a strong commitment to social justice, the School embraces diversity among students, faculty and staff, as well as programmatically. It operates in the context of a distinguished urban, public research institution and one of Virginia's largest universities. The dean will ensure the School's continued growth and excellence.

Located on the Monroe Park Campus, The School of Education is ranked 17th among public graduate schools of education, and 27th overall graduate school of education by U.S. News & World Report. Over 550 School of Education faculty and staff are dedicated to providing exceptional educational experiences to approximately 1,000 graduate students. Students are taught by faculty members who bring direct experience into the classroom and to school/community-based-site practicum/internship experiences. The operations of the School of Education are supported by 20 administrative staff. They are organized in departments and programs, including counselor education, educational leadership, foundations of education, sports leadership, special education and disability policy, and teaching and learning as well as eight centers which specialize in, among other areas, innovative child care, supporting people with disabilities, and rehabilitation counseling. The School has an annual budget of \$11 million and generated over 28 million dollars in external research grant funding in FY14. Its endowment of \$1.5 million includes both permanently restricted assets and those under quasi endowment. The School's more than 17,200 alumni include practitioners and leaders in education in the Commonwealth and beyond.

Reporting to the provost and vice president for academic affairs, the dean is the academic and administrative leader, and will have responsibility for providing direction in instructional, research, community outreach and fund development activities to sustain and enhance the outstanding reputation of the School of Education. Working with the faculty, the dean will take the lead in shaping the future of the School, articulate a vision that defines its standard of excellence, chart directions of its growth, and undertake new inter-disciplinary connections across the university. The dean will deepen the School's complementary focus on research and student success and will guide the School to make significant contributions to and enhance its leadership activities within the university's strategic plan, *Quest for Distinction* (<http://quest.vcu.edu>).

The university community seeks a dean who will foster a strong sense of collegiality internally and be the voice of the School, championing its teaching, research, and successes. The dean will assure continued focus on students, assuring quality of programs and providing the services and the support to ensure their success. With the faculty, the dean will be responsible for the recruitment and retention of the faculty and their development, assuring the School's distinction. Through its *Quest for Distinction*, the university fosters opportunities to shape new programmatic directions and to extend those now in place, building on existing strengths in the university and the School. The dean will recognize, reward, facilitate, and actively participate in the scholarly and educational activities of the VCU School of Education.

Additionally, the dean will be responsible for all matters relating to the management of the resources of the School, including its academic programs; faculty, staff, and students; facilities on and off campus; and budget. The dean also will extend partnerships with the public and private sectors, expanding connections in support of the development of the School and leading that effort within the School and among its constituents, including its alumni. The dean will be part of the senior leadership of the university, working with other senior officers and deans to realize the university's promising and challenging future.

The university anticipates that the new dean will bring a distinguished record of academic and management success, a record of scholarly achievement, and a depth and breadth of knowledge about education and related issues. Candidates should demonstrate leadership abilities and outstanding accomplishments in educational settings. Candidates should also have demonstrated the ability to foster a climate where learning and discovery flourish. The dean will have the ability to balance strong academic and intellectual leadership with effective external relationship-building and resource development.

The Role of the Dean, School of Education

The Dean of the VCU School of Education has the responsibility of providing leadership in academic, research, community engagement and fund development activities to sustain and enhance the outstanding reputation of the School of Education. The dean will take the lead in shaping the future of the school, articulating a vision that defines its standard of excellence, the directions of its growth and the new and multi-disciplinary connections that are possible across the university and throughout the world.

Specific Responsibilities:

- Serve as the chief academic and administrative officer of the VCU School of Education, reporting directly to the Provost and Vice President for Academic Affairs;
- Provide leadership in the development of a strategic vision for the unit and be responsible for effectively articulating a shared vision to both internal and external constituents;
- Oversee curricular planning and development, budget management, external resource development including extramural research funding and development and alumni relations initiatives;
- Support student success both at the undergraduate and graduate levels focusing on student quality and diversity and provide services to ensure their success;
- Recognize, reward, facilitate, and actively participate in advancing the scholarship and research endeavors of the School of Education;
- Extend partnerships related to education in public and private sectors;
- Develop long-range planning for faculty and staff recruitment, professional development and evaluation;
- Represent the School of Education on the Council of Deans and to all external constituents and partners of the School;
- Supervise all full-time instructional faculty, research faculty in affiliated centers, and staff members within the School; and
- Create a climate that promotes diversity and inclusion and meets the goals and vision of the School's Diversity Plan.

Qualifications

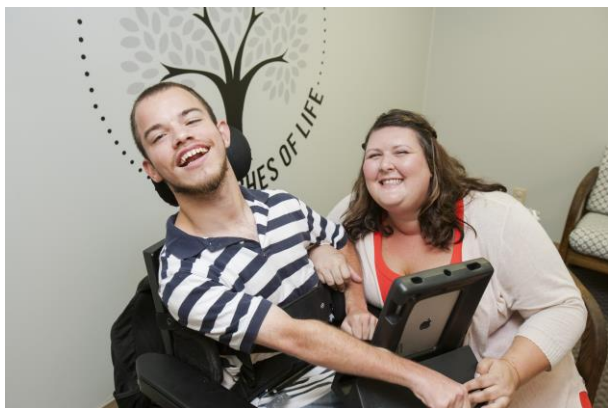
The successful candidate will possess a distinguished record of academic and management success and a record of scholarly achievement within the context of a diverse environment. He or she will have demonstrated the ability to foster a climate where learning and discovery flourish. The dean will show the ability to balance strong academic and intellectual leadership with effective external relationship-building and resource development. Specific qualifications include:

- Doctoral degree in a related field within the School of Education;
- A record, either through traditional scholarship and/or creative expression and substantive experience, consistent with a tenured position at the rank of full Professor;
- A commitment to developing and promoting quality research;
- A commitment to continuous improvement of student learning and faculty teaching;
- A commitment to community engagement and collaborative partnerships;
- Demonstrated leadership in infrastructure development and organizational maintenance;
- A strong belief in shared governance;
- The ability to articulate the School's vision, goals, accomplishments and needs to constituents;
- An entrepreneurial, innovative, and global orientation;
- Proven abilities and experience in fund raising;
- Strong communication, management, and organizational skills;
- A demonstrated commitment to cross-disciplinary programs;
- A commitment to faculty and programmatic development;
- A demonstrated commitment to diversity;
- A strong record of university leadership;
- A record of exemplary personal and professional integrity; and
- Demonstrated experience working in and fostering a diverse faculty, staff, and student environment or commitment to do so as a faculty member at VCU.

This position offers a competitive salary and relocation package.



About the VCU School of Education



The School of Education is committed to effective research-based teaching and learning, particularly in high-poverty communities. A focus on individual and collaborative research, teaching, and outreach efforts are designed to address the most pressing educational issues. The School focuses its teaching and scholarly work on issues of practice designed to improve learning as well as the contexts of education focused on equity, social justice, urban education, and the complexities of poverty that impact student outcomes and family engagement. The

School's 550+ faculty and staff are dedicated to improving learning and teaching for all students, educators, and administrators. Together, we are building VCU's reputation as a leading urban research university. Through authentic field-based learning, faculty and staff prepare effective teachers, counselors, school leaders and promising scholars with the knowledge, skills, and dispositions needed to make lasting contributions in learning communities where effective education is needed most.

The School of Education is among the top research schools in the country. It is recognized by *U.S. News & World Report* as one of the nation's top 20 public graduate programs in education. Over the past 20 years, the School has generated significant external funds for VCU research, development, and student support (over 28 million in external funding in 2013-14). The Council for the Accreditation of Educator Preparation accredits all School of Education academic programs and the Counselor Education program is accredited by the Council for Accreditation of Counseling and Related Educational Professions. The School is a member of the American Association of Colleges of Teacher Education (AACTE), the Holmes Partnership, and the Urban Serving Universities. Faculty and staff—representing five departments and eight research and development centers – are nationally and internationally recognized for their professional accomplishments. They pursue active research agendas that focus on complex theoretical and philosophical issues as well as small- and large-scale field-based research.



Fast Facts:

Over the past 50 years, the VCU School of Education has combined innovative teaching with real-world learning experiences. Our research and development has focused on critical education issues drawn and on the resources of our culturally rich and diverse urban environment. Graduates leave us fully prepared for 21st century careers and field leadership.

- Ranked #17 Public Graduate Schools of Education by *U.S. News & World Report* (2015)
- State and Federal Grants (FY2014): \$28.8 million – second only to the School of Medicine

- Faculty: 68 full-time instructional; 114 teaching and research
- Enrollment: Estimated 1,000 (Fall 2015)
- Degree Seeking Students: 197 Doctoral, 264 MT, 333 MEd, 111 Certificate
- Degrees & Certificates Awarded (2014-2015): 373 total including 28 doctoral program graduates
- Eight Centers and Institutes that connect students and faculty to the field of practice

Academic Departments	Degree Programs
Counselor Education Prepares counselors with the specialized knowledge and skills for placement in elementary, middle, high schools and university settings	<ul style="list-style-type: none"> • M.Ed. in Counselor Education: K-12 Counseling; and College Student Development and Counseling • Post Baccalaureate Certificate in College Student Development and Counseling • Ph.D. in Education: Counselor Education and Supervision
Educational Leadership Prepares critically reflective practitioners who are instructional leaders and able to develop positive school cultures that enhance student learning	<ul style="list-style-type: none"> • M.Ed. in Educational Leadership: Administration and Supervision; and Leadership Studies • Post Master's Certificate in Educational Leadership – Administration and Supervision • Ph.D. in Education: Educational Leadership • Ed.D. in Leadership
Foundations of Education Provides multidisciplinary education perspectives that underlie all programs in the school	<ul style="list-style-type: none"> • Ph.D. in Education: Educational Research and Evaluation • Ph.D. in Education: Educational Psychology • Ph.D. in Education: Curriculum, Culture and Change
Special Education and Disability Policy Prepares skilled, effective, critically reflective practitioners who can meet the educational needs of children and youth with disabilities and their families	<ul style="list-style-type: none"> • M.Ed. in Special Education: General Education; Severe Disabilities; and Early Childhood • Post Baccalaureate Certificates in Autism Spectrum Disorders and Disabilities Leadership • Ph.D. in Education: Special Education and Disability • Certifying Online Virginia Educators • META Special Education Program for Instructional Assistants
Teaching and Learning Prepares educators for schools, corporations, non-profit and governmental agencies	<ul style="list-style-type: none"> • M.T. in Early/Elementary Education; Secondary Education; and Health and Physical Education • M.Ed. in Curriculum and Instruction: Instructional Technology; and Teaching and Learning • M.Ed. in Reading • M.Ed. in Adult Learning • Post Baccalaureate Certificates in Teaching (Secondary); Instructional Technology, Adult Learning for Medical Educators, Online Teaching for K-12 Educators; and ESL • Post Master's Certificate in Reading Specialist • Ph.D. in Education: Curriculum, Culture and Change;

and Urban Services Leadership/Adult Learning	
Center for Sport Leadership Prepares professionals for careers in public and private sectors of the sports industry	<ul style="list-style-type: none"> • M.Ed. in Sport Leadership • Dual degree in Sport Leadership and M.B.A. in Business • Ph.D. in Education: Sport Leadership

Virginia Commonwealth University – An Overview

Virginia Commonwealth University (VCU) is one of the state's largest universities and ranks among the top universities in the country. Located on two downtown campuses in Richmond, VCU enrolls more than 31,000 students in 226 certificate and degree programs in the arts, sciences and humanities. Sixty-three of the programs are unique in Virginia, many of them crossing the disciplines of VCU's 13 schools and one college. VCU is accredited by the Southern Association of Colleges and Schools.

In 2009, President Michael Rao was selected to become the fifth president of the university. President Rao established the Quest for Distinction, a strategic plan that strives to advance education, research, service, and clinical care with an emphasis on interdisciplinary collaboration, diversity, and community engagement. For more information, please visit www.quest.vcu.edu.



Virginia Commonwealth University is rooted in a rich history dating to the 1838 founding of the Medical College of Virginia, which now comprises one of the two downtown Richmond campuses. The Monroe Park Campus began as the Richmond School of Social Work and Public Health in 1917. The two campuses merged in 1968 to become Virginia Commonwealth University, the most comprehensive urban university in the state and one of the most successful research universities in the nation. VCU Hospitals and the health sciences schools of Virginia Commonwealth University compose the VCU Medical Center, one of the nation's leading academic medical centers. VCU's third campus is located in Doha, Qatar and is a cornerstone of Education City, which is now host to seven other branch campuses of prestigious universities – Weill Cornell Medical College, Texas A&M University, Georgetown University School of Foreign Service, Carnegie-Mellon University, Northwestern University, HEC Paris and University College London.

As an urban institution of higher learning, VCU and its partners have contributed immeasurably to the development of the fabric of the city of Richmond, transforming it into a center of artistic and cultural growth, business development, and social services. In consequence, the city and its leadership in business, industry and cultural affairs have given extraordinary support to the University's growth, complementing the support of the Commonwealth of Virginia.

VCU Facts*

- Total Enrollment = 31,163
- Undergraduate = 23,962
- Graduate = 5,483
- First Professionals = 1,718
- Total Full-Time Faculty = 2,229

*Source: VCU Fact Card

www.opds.vcu.edu/media/decision-support/factandfigures/facts-cards/FactsCardOPDSWeb14-15.pdf

Schools and Colleges

Virginia Commonwealth University offers academic programs in the following schools and colleges:

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| • College of Humanities and Sciences <ul style="list-style-type: none">◦ Robertson School of Media & Culture◦ School of World Studies | • Wilder School of Government and Public Affairs |
| • School of Allied Health Professions | • School of Medicine |
| • School of the Arts | • School of Nursing |
| • School of Business | • School of Pharmacy |
| • School of Dentistry | • School of Social Work |
| • School of Education | • University College |
| • School of Engineering | • VCU Graduate School |
| | • VCU Honors College |
| | • VCU Life Sciences |

For more information on Virginia Commonwealth University, please visit www.VCU.edu.

VCU's Strategic Plan – Quest for Distinction

Virginia Commonwealth University is in the fourth year of its 6-year strategic plan – Quest for Distinction. The plan guides the university forward in the areas of student success, faculty/staff excellence, research and innovation, community impact, and resource accountability. Central to the plan is innovation and carefully monitored metrics to provide a “dashboard” that graphically depicts the university’s national impact.

Mission

As the premier urban, public research university in Virginia, VCU’s mission is to advance knowledge and student success through its commitments to:

- An engaged, learner-centered environment that fosters inquiry, discovery and innovation in a global setting
- Research that expands the boundaries of new knowledge and creative expression and promotes translational applications to improve human health

- Interdisciplinary collaborations that bring new perspectives to complex problems and mobilize creative energies that advance innovation and solve global challenges
- Health care that strives to preserve and restore health for all people, to seek the cause and cure of diseases through groundbreaking research and to educate those who serve humanity
- Diversity that provides a climate of inclusion, a dedication to addressing disparities wherever they exist and an opportunity to explore and create in an environment of trust
- Sustainable, university-community partnerships that enhance the educational, economic and cultural vitality of the communities VCU serves in Virginia and around the world

Vision

VCU will be a premier urban, public research university distinguished by its commitment to:

- The intellectual and academic success of a diverse student body
- Research and discovery that advances knowledge, inspires creativity and improves human health
- The global engagement of students, faculty and staff that transforms lives and communities

Core Values

- **Accountability** – committing to the efficient and transparent stewardship of our resources to achieve institutional excellence
- **Achievement** – ensuring distinction in learning, research and scholarly pursuits, service and patient care
- **Collaboration** – fostering collegiality and cooperation to advance learning, entrepreneurship and inquiry
- **Freedom** – striving for intellectual truth with responsibility and civility, respecting the dignity of all individuals
- **Innovation** – cultivating discovery, creativity, originality, inventiveness and talent
- **Service** – engaging in the application of learning and discovery to improve the human condition and support the public good at home and abroad
- **Diversity** – ensuring a climate of trust, honesty and integrity where all people are valued and differences are recognized as an asset
- **Integrity** – adhering to the highest standards of honesty, respect and professional and scholarly ethics

The Provost and Vice President for Academic Affairs

Gail Hackett, Ph.D. was named VCU's Provost and Vice President for Academic Affairs on March 1, 2015. Previously, Hackett served in a number of administrative positions including provost and executive vice chancellor at the University of Missouri, Kansas City, and was university vice provost and founding dean of University College at Arizona State University. Hackett also held faculty positions at the University of California, Santa Barbara, and The Ohio State University. A prolific scholar and teacher, Hackett has published more than 70 peer-reviewed articles. In addition to serving as associate editor for the *Journal of Counseling Psychology* (1993-1999), Hackett has served on the editorial boards for *The Counseling Psychologist*; *Journal of Counseling and Development*; *Journal of Vocational Behavior*; and *Counselor Education and Supervision*. She is a fellow of

the Western Psychological Association; the American Association of Applied and Preventive Psychology; the Society for the Psychology of Women and the Society of Counseling Psychology of the American Psychological Association; and the American Psychological Society. Hackett holds an academic appointment as professor of psychology in the College of Humanities and Sciences. She received a Ph.D. in counseling psychology, a Master of Education degree in counseling and a bachelor's degree in psychology from The Pennsylvania State University.

The Community – Richmond, Virginia

Richmond, the capital of Virginia, is a diverse cultural city, surrounded by historic neighborhoods, parks and the scenic James River. Richmond is centrally located with the Atlantic beaches, Blue Ridge mountain ski slopes and hiking, and Washington DC all within a two-hour drive. The metropolitan area offers minimal traffic congestion with less than a 25-minute commute on average. Additional information on the city of Richmond, can be found on the following websites:

- www.grpva.com/living-in-richmond
- www.visitrichmondva.com

How To Apply

Inquiries, nominations, and applications are invited. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Greenwood/Asher & Associates, Inc. is assisting Virginia Commonwealth University in this search. Initial screening of applications will begin immediately and will continue until an appointment is made. Application materials should include a letter addressing how the candidate's experiences match the position requirements, a resume and contact information for at least five references. Submission of materials as PDF attachments is strongly encouraged. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher and also to VCU's job site <https://www.vcujobs.com/postings/search>

For best consideration, applications should be provided by October 10, 2015. Virginia Commonwealth University is an equal opportunity, affirmative action university providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran's status, political affiliation or disability. Recruitment will continue until the position is filled. For more information and to apply, please contact Greenwood/Asher & Associates, Inc.

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